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**FEDERALLY EMPLOYED WOMEN, INC.**

Executive Registry  
77-4621

An Organization for Opportunity and Equality for Women in Government  
NATIONAL PRESS BUILDING, WASHINGTON, D.C. 20045

X Ref  
77-8012  
P.1.2

Tele: (202) 638-4404

Founded in 1968

April 9, 1977

Admiral Stansfield Turner  
Director, Central Intelligence Agency  
Washington, DC

Dear Admiral:

On behalf of Federally Employed Women, Inc., I want to share with you some of our concerns regarding current and prospective conditions affecting women employed by the Federal Government, and offer our assistance in your agency's efforts to effectively implement equal employment opportunity goals for over one-third of the Federal workforce--women.

We acknowledge that since the establishment of the Federal Women's Program in 1967, there has been some progress. While certain agencies have records far better than others, it seems clear that there is room for improvement in all. One need only review the most recent Department of Labor statistics to conclude that overall progress has been minimal despite the outstanding performance of women at all levels throughout the Federal Government. Only 192 women occupy positions at grades GS-16 through GS-18 in the Federal workforce compared with 6,840 men in those grades.

The reasons for this limited progress for women are many. Most important, in our view, is the absence or ebbing of interest at the upper levels of government in the goals established ten years ago, in 1967, to eliminate discrimination and promote equal opportunity and treatment for women in the workforce of our government.

To a considerable extent, the predicament of women in the Federal workforce (as well as the private sector) is analogous to the struggle of our Black citizens for equal opportunity. More than a century after the Civil War and a decade after the passage of the Civil Rights Act of 1964, the progress of Blacks has only recently begun to reflect positive and encouraging results. We are determined that the struggle of womankind must not resemble that disgraceful history.

I have requested President Carter to establish a special task force to assess the effectiveness of the Women's Program and to incorporate in it, affirmative measures and agency accountability for goal achievement. In addition, I am requesting the head of every executive department and agency to establish as one of the primary objectives of his or her

administration, ending the discrimination against women in the federal workforce, and to join with FEW, Inc., in working toward the elimination of practices which inhibit progress in this area.

During the coming year, FEW plans to concentrate on such issues as veterans' preference and its impact on women, part-time employment, and Title VII amendments. We will also continue our cooperation with other women's organizations to achieve mutual goals. As an organization comprised of 140 chapters throughout the continental U.S., as well as overseas, we stand ready to assist and encourage women throughout government toward the achievement of FEW's stated PURPOSE. I am enclosing information concerning FEW.

In addition, FEW offers training through local, regional, and national training seminars, workshops and conferences. All training conducted by FEW is covered under the Government Employee's Training Act (Title V, Ch. 41, US CODE). Our annual National FEW Training Program will be held in Washington, DC, July 13-16, 1977. I am pleased to be able to say that most agencies and their respective field activities have been very supportive of FEW sponsored training. We believe and trust that you will encourage and sponsor attendance by executives, managers, supervisors, EEO Officers and FWP Coordinators and other employees of your agency, at the July training program. Note, in particular, the thirteen workshops "FOR MEN WHO WORK WITH FEDERALLY EMPLOYED WOMEN."

A communication outlining the positive steps you are planning that promise success in the achievement of equal opportunity for women in your agency during your tenure, is earnestly solicited.

We will be pleased to cooperate with you and we look forward to hearing from you.

For Federally Employed Women,

*Mae M. Walterhouse*

Mae M. Walterhouse  
National President

Enclosures

1. A Few Facts About FEW
2. FWP/FEW Relationship Letter
3. FEW Annual Training Program



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FEDERALLY EMPLOYED WOMEN, INC.

An Organization for Opportunity and Equality for Women in Government  
NATIONAL PRESS BUILDING, WASHINGTON, D.C. 20004

August 20, 1976

Founded in 1968

THE RELATIONSHIP BETWEEN THE FEDERAL WOMEN'S PROGRAM AND FEDERALLY EMPLOYED WOMEN

The Federal Women's Program (FWP) seeks to enhance opportunities for the hiring, training, and promotion of women in every area of the Federal service. As an integral part of the overall Equal Employment Opportunity Program, it is administered by the U. S. Civil Service Commission.

Each Federal agency has an FWP Coordinator; in addition, many agencies have FWP Committees. The Coordinator acts as the agency's contact point, source of information and advisor to the head of the agency on matters involving the employment of women. In addition, most local activities also have an FWP Coordinator who has the same role as the agency Coordinator. The FWP covers all civilian Federal employees but there is no formal membership among Federal employees.

Federally Employed Women (FEW) is a private organization, similar to the League of Women Voters or the NAACP, and is concerned with goals similar to those of the FWP. The organization has a specifically defined membership, a national governing board, and local chapters around the world. One joins FEW by paying dues. FEW members may use agency meeting rooms, post notices on bulletin boards, and place announcements in agency newspapers if other non-agency groups such as the Air Force Association or Toastmasters are allowed to do so. FWP Coordinators and EEO officials may join FEW and hold local or national office; there is no conflict between FWP and FEW goals and objectives. Rather, those persons officially charged with FWP responsibilities and FEW officers and members should work together to develop training, goals and objectives for agency/installation Affirmative Action Plans, and other program initiatives designed specifically to meet the unique needs and ensure equality of opportunity for women employees in the government sector. Through this FWP/FEW team effort, achievement of our mutual purposes will be facilitated.

As a private group, FEW works as a constructive pressure group, lobbying at all levels to improve the status of women employed by the Federal government. Since FEW is not a labor organization, it cannot commit an unfair labor practice. FEW officers can meet with management officials to discuss matters that fall within their field of interest. FEW members may also represent complainants during the processing of complaints. FEW seeks to support the FWP by acting as a watchdog, overseeing the amount of support and attention allotted to the FWP by both agency and activity level officials.

The FWP supports the general purposes of FEW aimed at actions to eliminate sex discrimination in employment in the Federal sector.

*Janice Mendenhall*

JANICE MENDENHALL  
Director, Federal Women's  
Program, U. S. Civil Service  
Commission

*Mae M. Walterhouse*

MAE M. WALTERHOUSE  
President, Federally  
Employed Women, Inc.

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**EXECUTIVE SECRETARIAT**

**Routing Slip**

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**Next 18 Page(s) In Document Exempt**

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